



# The MINUTEMAN

THE MONTHLY RECRUITING NEWSLETTER OF THE TEXAS ARMY NATIONAL GUARD • JAN. 2015



## BEST WARRIOR

RECRUITING BATTALION SOLDIERS  
COMPETE TO BE THE BEST  
— PAGE 4

**ALSO INSIDE:**



**TIPS FOR UNIT RETENTION • TEXAS CHALLENGE  
ACADEMY GRADUATES • OFFICER STRENGTH  
MANAGEMENT ROTC UPDATE • OPERATION SANTA**

## FROM THE COMMANDER



By  
**MAJ AUGUST T.  
MURRAY, Ph.D.**

Commander, TXARNG  
Recruiting & Retention Bn.

# 'I Will Always Place The Mission First'

The first component of our Warrior Ethos is that "I will always place the mission first."

This is the code that we are sworn to live by as professional Soldiers and it sets the stage for everything we do and everything we are.

As a Recruiting and Retention Command, placing the mission first means achieving individual, Team, Region and Battalion missions. It means ensuring that the Texas Army National Guard and its units are fully manned and ready to mobilize or deploy when called upon.

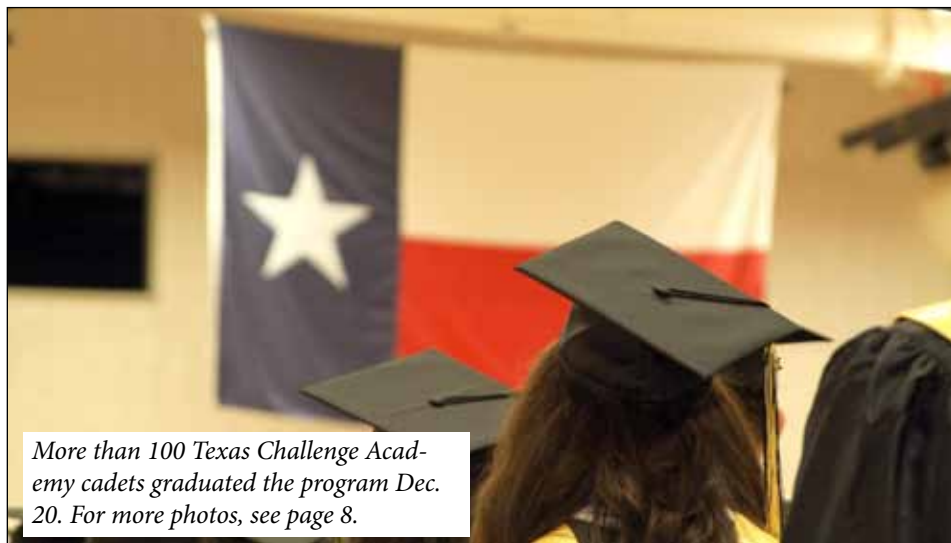
I ask every member of Recruiting and Retention Command to reflect on their personal role in our unit's mission and in the success of our organization.

Are you achieving your individual assigned mission?

Are you doing your part as a member of this team?

I am counting on every member of Recruiting & Retention Command To work as a member of a team—and together — for us to achieve all our assigned missions.

Thank you for all you do for the Texas Army National Guard and for the sacrifices you make to ensure we are always ready.



More than 100 Texas Challenge Academy cadets graduated the program Dec. 20. For more photos, see page 8.

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### MG Smith opens TXARNG Recruiting Operations Center

(left) TXARNG Commander MG William Smith and RR Bn. Commander MAJ August Murray listen as CPT Gustavo Molina conducts a briefing at the new Recruiting Operations Center at the battalion's Camp Mabry headquarters. (Right) Smith also cut the ribbon on the Recruiting Operations Center, which provides up-to-the-minute data on recruiting operations statewide.





# KEEPING TEXAS STRONG

Story and photos by CHRIS PORTER  
TXARNG Recruiting & Retention Bn.



Soldiers from Headquarters, 36th Infantry Division pose with shirts they received as incentives after re-enlisting during a holiday party Dec. 14. The re-enlisting Soldiers include: SPC Kathryn Luna, SPC Estevan Salinas, SGT Paul Rivera, SSG Lucien Thompson, SGT Gary Cluff Jr., and SPC Samantha Bobinski.

## RR Bn. announces unit retention effort



LTC Gary Beatty, Commander HHBN 36th Infantry Division administers the oath of enlistment to a group of re-enlisting Soldiers during the unit's holiday party Dec. 14. Such ceremonies are encouraged as a way to bring public recognition to the commitment and service of re-enlisting Soldiers.

### *New incentives, best practices helping to increase re-enlistment*

Leaders of the Texas Army National Guard's Recruiting & Retention Battalion say they're beginning an increased focus on unit retention efforts in 2015.

As part of the recruiting effort, battalion leaders have released several "best practices" company commanders and first sergeants can employ to help foster a healthy retention program in their units.

Among the top tips for building unit retention are appointing and utilizing a go-to Retention NCO for each unit, according to Brigade Strength Management NCOIC SGM Ricardo DeSouza.

"Units can facilitate the retention mission and retain quality Soldiers by appointing a knowledgeable, motivated Retention NCO," DeSouza said. "Holding monthly Extension Ceremonies is another way to show appreciation for extending Soldiers through public recognition."

Once such ceremony was conducted Dec. 14 for members of Headquarters Battalion, 36th Infantry Division. Six Soldiers were honored during the Battalion's holiday celebration, where they were presented with battalion coins and TXARNG-branded shirts. DeSouza said these kinds of ceremonies, held monthly, can be a good way for each unit's Soldiers to witness the benefits of retention firsthand.

Along with the public ceremonies, Recruiting Battalion leaders have announced a new round of incentives for Soldiers who re-enlist.

Soldiers who commit to a three-year extension will receive a \$5,000 bonus, with six-year extensions earning \$10,000. Eligible Soldiers can also receive the Extend 2 Defend bonus package, which includes TXARNG-branded jackets, blankets, bags and coins. Extending Soldiers can also receive a coyote brown operator's backpack while supplies last.

For more information about reenlistment benefits, or to learn more about best practices for retention, see the two-page flyer in this issue of The Minuteman.

# SCENES FROM **BEST WARRIOR**

PHOTOS BY SSG STEPHEN O'BAR

## TXARNG SOLDIERS TEST THEIR METTLE FOR THE TEXAS MILITARY FORCES BEST WARRIOR COMPETITION



Members of the Recruiting & Retention Battalion take part in the APFT 2-mile run during the battalion's Best Warrior competition trials in December.



PV2 Thomas Porath of the Recruit Sustainment Program examines an M-249 Squad Automatic Weapon during a skills test at the Recruiting & Retention Battalion's Best Warrior Competition tryouts in December.



MAJ August T. Murray, commander of the TXARNG Recruiting & Retention Battalion, speaks to Soldiers who competed in the battalion's Best Warrior Competition. The top finishers will compete in the statewide competition in February.



Soldiers man the firing line during marksmanship testing at the Best Warrior Competition tryouts in December. Service Members from the Texas Army National Guard and the Air National Guard will compete in the Texas Military Forces' statewide Best Warrior Competition Feb. 5-8.





*Competing Soldiers took part in a number of events, including an obstacle course, weapons drills, live fire and physical training.*



*Dozens of Recruiting & Retention Battalion Soldiers -- including members of the Recruit Sustainment Program -- took part in the competition.*



## Region I RRNCOs bring joy with RWP Operation Santa



Region I, Team 4's SFC Danny Anderson (left) and SGT Michael Miraglia pose with Josh Walterscheid of Rednecks With Paychecks. Team 4 took part in RWP's Operation Santa program, which collected toys for families throughout North Texas.

The Texas Army National Guard joined Rednecks with Paychecks during its 2nd annual Operation Santa benefit collecting more than 1500 lbs of nonperishable food, 700 toys, and \$20,000.

All donations were distributed to various charities across North Texas benefiting less fortunate families this holiday season.

Filled with live attractions for the kids, photographs with Santa Claus, great food from local vendors and live music such as Texas Country, "Red Dirt" favorite, Stoney LaRue.

TXARNG soldiers were on hand to assist with collecting donations, manning kid stations, and simply being there to show their continued support for the Muenster community.

## New Mavericks partnership recognizes area high schools

The Texas Army National Guard – Dallas Mavericks "Team of the Week" contest kicked off earlier this week receiving an astounding 3700 votes within the first 24 hours of going live.

During the next four weeks, 16 high schools across the North Texas region will vote online for the chance of being named TXARNG's – Dallas Mavs' "Team of the Week."

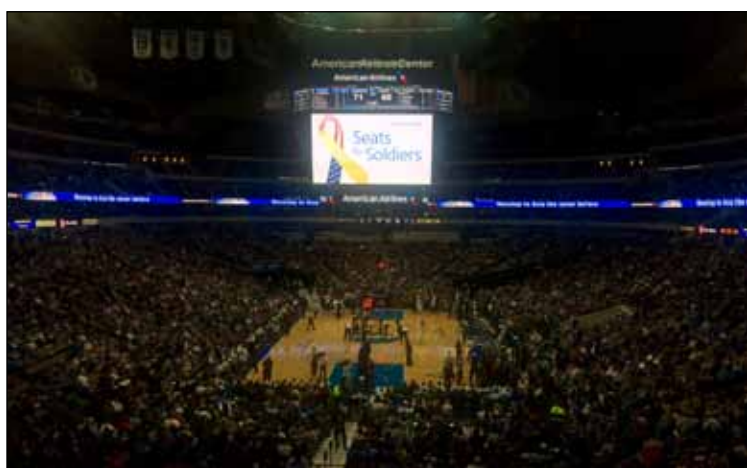
This program will provide TXARNG recruiters in the area great opportunities to interact face-to-face with their school's faculty, staff, and students. The principals and recruiters of the four winning high schools will be recognized for their



achievement during halftime at the Mavs vs. Spurs game on March 24th.

The school will also receive a framed

Dallas Mavs jersey, signed certificate, and game day basketball. Go to [TXARNG.com/Mavericks](http://TXARNG.com/Mavericks) for more details!



## Seats for Soldiers

More than 10,000 fans attended the Dallas Maverick's 10th annual 'Seats for Soldiers' event at American Airlines Arena Dec. 7, 2014.

More than \$350,000 in tickets was donated to military service members to attend the game, including several Soldiers receiving treatment at Brooke Army Medical Center. Photo by Lucia Briones.

# OSM UPDATE

## TXARNG welcomes newest officers

The following officers were commissioned into the Texas Army National Guard during commissioning ceremonies statewide in December:

**2LT Reese West**  
Tarleton State University

**Unit:** B Co., 2nd Battalion, 142 Infantry



**2LT Chad Durant**  
Texas Christian University

**Unit:** 112th CS Support Co.



**2LT Paul Cheng**  
Texas Christian University

**Unit:** Headquarters Co., 3rd Battalion, 144th Infantry



**2LT Thomas Mata**  
St. Mary's University

**Unit:** Headquarters & Headquarters Co., 1st Battalion, 141st Infantry



**2LT Alonso Gonzalez**  
St. Mary's University

**Unit:** Special Troops Support Co.



**2LT Zachary Schell**  
Stephen F. Austin University

**Unit:** Headquarters & Headquarters Co., 1st Battalion, 143rd Infantry



**2LT Dwayne Wilkins**  
Central Texas A&M University

**Unit:** 249th Quartermaster Co.



**2LT Megan Wenning**  
University of Texas

**Unit:** C Co., 636th Military Intelligence Battalion



**2LT Austin Brown**  
University of Texas

**Unit:** Headquarters & Headquarters Co., 1st Battalion, 141st Infantry



**2LT Sigifredo Huerta**  
Texas State University

**Unit:** Headquarters & Headquarters Co., 1st Battalion, 141st Infantry



Interested in learning more about earning a commission with the Texas Army National Guard? Contact one of these TXARNG ROTC instructors:

**TEXAS A&M UNIVERSITY**  
MAJ Sean Ibarguen  
(979) 845-2814  
sean.p.ibarguen.mil@mail.mil

**UNIVERSITY OF TEXAS -AUSTIN**  
MAJ Cody Damron  
(512) 471-5691  
cody.l.damron.mil@mail.mil

**UT - SAN ANTONIO**  
CPT James Benson  
(210) 458-5628  
james.b.benson.mil@mail.mil

**TEXAS CHRISTIAN UNIVERSITY**  
CPT John Pearson  
(817) 721-5805  
john.r.pearson.mil@mail.mil

## Congratulations

Congratulations to the following Recruiting & Retention Battalion Soldiers, who recently completed the qualifications to upgrade their recruiting status:



**SENIOR BADGE**

**SFC Denver Smith**  
Region I, Team 2

**SSG Jace Halbrook**  
Region II, Team 7



**EXPERT BADGE**

**SFC Michael Garrison**  
Region I, Team 4



# TOP OF THE CLASS



Texas Army National Guard Joint Counter-Drug Task Force NCOIC CSM Rogelio Hernandez congratulates graduating cadets at the Texas Challenge Academy's graduation ceremony in Sheffield Dec. 20.



More than 100 cadets were honored at the graduation ceremony, which drew friends and family members from across the state to cheer on their graduate.



An audience member displays a sign congratulating a TCA graduate during the ceremony Dec. 20. More than 300 friends and family members journeyed to West Texas to cheer on the graduates.

## Cadets honored by TXARNG at Texas Challenge Academy graduation ceremony

More than 100 Texas Challenge Academy cadets were honored at the TCA graduation ceremony in Iraan Dec. 20.

Friends and family members from across the state journeyed to the small West Texas town to cheer on graduates of the five-month, military-style program.

TCA is designed to give at-risk youth a second chance at earning their high school diploma. Eligible cadets are recruited from across the state, and live at the academy's training facility in the West Texas town of Sheffield throughout the program. The program, which is funded in part by the Department of Defense, is free to participating families.

In Texas, the Challenge Academy

is overseen by the Texas Counter-Drug Task Force, whose NCOIC, CSM Rogelio Hernandez, was on hand to congratulate graduating cadets. Each graduate received a Texas Army National Guard hat in recognition of their achievement.

Following graduation, each TCA cadet is required to participate in a 12-month mentorship program, which is designed to keep oriented toward their educational and personal goals.

Some cadets will return to their local high school to complete that phase of their education, while others will receive their high school equivalency certificate from TCA.



Each TCA facility hosts two five-month sessions each year. Currently, the Sheffield facility is the sole TCA site. However, a new facility in Eagle Lake is expected to open in July 2015.



# NEED *to* KNOW

## Calendar of Events

E-mail [christopher.a.porter14.ctr@mail.mil](mailto:christopher.a.porter14.ctr@mail.mil) to list your events

Texas Army National Guard Recruiters are scheduled to man booths at the following events at locations across the state. Community members are invited to stop by to visit with recrecruiters and learn more about serving in the National Guard.

### January 2015

Jan. 20 - Eastfield College Student Fair, Dallas, RGN II, TM 5

Jan. 21 - Fort Worth Workforce Career Force, Fort Worth, RGN I, TM 1

Jan. 24 - Run at the Beach & Fitness Competition, Corpus Christi, RGN IV, TM 16

Jan. 24-25 - Mesquite Rodeo Gun Show, Mesquite, RGN II, TM 5

Jan. 25 - Trader's Village BBQ & Chili Cook-Off, Houston, RGN III, TM 12

Jan. 26-30 - Dallas Mavericks Basketball, Dallas, RGN II, TM 6

Jan. 28 - Austin Community College Pace Kick-Off, Austin, RGN IV, TM 13

Jan. 29 - ROTC Round-Up, Alice, RGN IV, TM 16

Jan. 30 - Choice Job Fair, Plano, RGN II, TM 6

Feb. 12 - Fort Hood Career Fair, Fort Hood, RGN II, TM 8

Feb. 13 - Texas A&M Howdy Day, College Station, RGN III, TM 9

Feb. 14 - Fort Worth Valentine's Day Run, Fort Worth, RGN I, TM 2

Feb. 17 - Mountain View Community College, Dallas, RGN II, TM 5

Feb. 19 - Choice Career Fair @ Arlington Hilton, Arlington, RGN I, TM 2

Feb. 20 - 22 - Crowley Winter Carnival, Crowley, RGN I, TM 2

Feb. 21 - Mud Run, Laredo, RGN IV, TM 16

Feb. 21-22 - **RSP Drill Weekend**

Feb. 26 - Abilene Job Fair, Abilene, RGN I, TM 1

### February 2015

Feb. 2-6 - Dallas Mavericks Basketball, Dallas, RGN II, TM 5/6

Feb. 5 - UT El Paso Career Fair, Fort Worth, RGN I, TM 3

Feb. 6 - UT Arlington Career Fair, Arlington, RGN I, TM 2

Feb. 10 - TSU Criminal Justice Job Fair, San Marcos, RGN IV, TM 14

## POINTS OF CONTACT

### TXARNG Bde. Strength Management POCs

ARNG, DIV HQ, MED, TIOG	(512) 964-1361
136th MEB	(512) 517-6742
36th CAB (Austin)	(512) 422-6958
36th SUS BDE (Temple)	(254) 424-1039
72nd IBCT (Houston)	(512) 782-3847
71st BFSB (San Antonio)	(210) 787-9127
176th ENG BDE (Dallas)	(972) 804-2602
56th IBCT (Fort Worth)	(817) 343-8946

### TXARNG Recruiting & Retention Bn. POCs

Education & Incentives	(512) 782-6084
AMEDD Recruiting	(512) 782-5269
Officer Strength Management	(512) 782-5491
OCS Recruiting	(512) 782-5882
Warrant Officer Recruiting	(512) 782-5547
Special Forces Recruiting	(903) 701-5207
Marketing	(512) 782-5165

Feb. 28 - Dallas Arms Collector Gun Show, Dallas, RGN II, TM 5

Feb. 28 - Humble BBQ Cook-Off, Humble, RGN III, TM 10

Feb. 28 - Armadillo Dash, College Station, RGN III, TM 9

## REGION III



**Team 12 RSP Training:** MSG Milburn Laborde, NCOIC for RGN III, TM 12, speaks to Recruit Sustainment Program Soldiers during January's RSP Weekend Drill. Warriors from across the state braved frosty conditions while conducting physical training and performing military tasks such as first aid, clearing buildings and drill and ceremony. Photo courtesy TM 12.

# 10 TIPS FOR COMPANY COMMANDERS & FIRST SERGEANTS UNIT RETENTION PROGRAM

## 1. MONTHLY EXTENSION

**CEREMONIES:** Recognize and honor re-enlisting Soldiers at least once every month as a scheduled event as part of your drill weekend.

**2. UNIT RETENTION NCOs.** Formally appoint a member of your unit as the URNCO to facilitate your unit retention program IAW NGR 601-1. Send to the 2 day URNCO course at Camp Mabry, REC RET CMD HQs.

## 3. RETENTION MANAGEMENT

**SYSTEM:** Your URNCO, Readiness NCO and Recruiter must use RMS to identify eligible Soldiers, track retention and responsibilities.

## 4. UTILIZATION OF DA Form 4836:

Provides obligation requirements; and must be processed through RMS to ensure the extension is correctly documented.

**5. RETENTION INTERVIEWS:** Utilize URNCOs, Recruiters and Brigade Strength Managers as Retention subject-matter experts to assist unit leadership in interviews.

**6. EXTENSION INCENTIVES.** Promote and encourage 3 and 6 year extension incentives (bonuses) as well as recognition items such as Extend to Defend kits.

**7. CLIMATE SURVEYS:** Use initially and annually to determine the needs of Soldiers, leadership perceptions, training and other concerns. Address retention issues.

## 8. RETENTION IS ISG & CDR

**BUSINESS:** ISGs and CDRs are the driving force behind a successful unit retention program, it is a required CDR's program.

**9. SPONSORSHIP:** Promote a smooth transition into the unit and make the Soldier's first impression a positive one.

## 10: ALTERNATIVES TO SEPARATION:

Work to retain Soldier through other means such as MOS re-class, geographic reassignment, schools, change of duties.

## RECRUITING & RETENTION / BRIGADE STRENGTH MANAGEMENT POCs:

### BRIGADE

BSM SGM  
ASST BSM  
72nd IBCT  
56th IBCT  
36th CAB  
71st BFSB  
176th EN  
DOMOPS (JTF-71/136 MEB)  
36th SUS  
TRP CMD/JFHQ/R&R/36 ID

### NAME

SGM Ricardo De Souza  
MSG Eric Miles  
SFC Robert Davis  
SFC Francisco Torres  
SFC John Castilleja  
SSG Bryan Calhoun  
SFC Robin Rivera  
SFC James Banks  
SFC Tielow Henson  
SFC Carl Moore

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(512) 923-6220 • john.h.castilleja.mil@mail.mil  
(409) 600-0447 • bryan.l.calhoun.mil@mail.mil  
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(512) 925-9109 • james.e.banks26.mil@mail.mil  
(254) 424-1039 • tielow.t.henson.mil@mail.mil  
(512) 964-1361 • carl.moore22.mil@mail.mil

### R&R CMD LEADERSHIP

Commander  
Executive Officer  
Command Sergeant Major

### NAME

MAJ August T. Murray  
MAJ Jim Carney  
CSM David Castorena

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(512) 782-5404 • james.p.carney.mil@mail.mil  
(512) 782-5163 • david.castorena.mil@mail.mil



# RETENTION INCENTIVES

Eligible Soldiers who extend their service with the Texas Army National Guard will receive outstanding retention incentives:

- **\$5,000 FOR THREE-YEAR EXTENSION**
- **\$10,000 FOR SIX-YEAR EXTENSION**

## EXTEND TO DEFEND

Soldiers who meet the following criteria will receive **EXTEND 2 DEFEND** items:

- Current APFT and PHA
- Extend within 365-91 days of ETS
- E-7 or below with less than 13 years in service
- Must be primary slot holder



## RETENTION RECOGNITION BACKPACKS

Starting in January 2015, TXARNG Soldiers who extend their enlistments will receive a **COYOTE BROWN OPERATOR'S BACKPACK**.

**\*While supplies last. Units must request backpacks through their Brigade Strength Manager.**